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Present Occupation: Deputy Commissioner, Minnesota Bureau of Mediation Services

Business Address:

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Second Business Address:

2425 Ludington Street, #144
Escanaba, MI 49829-1328
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PROFESSIONAL AFFILIATIONS:

American Bar Association, Minnesota Bar Association, Twin Cities Area Labor Management Council, Lake Superior Area Labor Management Council

EDUCATION:

B.A. Augsburg College, Minneapolis, MN; J.D. Hamline University, St. Paul, MN; *Administrative Law: Fair Hearing*, The National Judicial College October 2002; *Becoming a Labor Arbitrator*, FMCS April 2004

CERTIFICATIONS:

Minnesota District Court Mediation Certificate, 1989

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Private law practice 1983 to 1985; Minnesota Human Rights Enforcement Officer II and Mediator 1985 to 1991; Senior Human Resources Representative, EEO Specialist and Supervisor, Hennepin County, Minnesota, 1991 to 1995 (member of Minnesota Association of Professional Employees and participated in Meet and Confer activities); Labor Relations Advocate (responsible for contract administration, bargaining and grievance activity for largest county in Minnesota), Hennepin County, Minnesota, 1995 to 2002; Mediator and Hearing Officer (conducting representation hearings, contract and grievance mediation, training and labor management committee facilitation), Minnesota Bureau of Mediation Services, 2002 to October 2003; Deputy Commissioner, Minnesota Bureau of Mediation Services, October 2003 to present; and instructor on employment law with University of Phoenix 2005 to present.

INDUSTRIES:

Education, Food, Government, Health Care, Hospital/Nursing Home, Office Workers/Clerical, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Restaurants, Transportation, Utilities.

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats.

ARBITRATION ROSTERS:

Federal Mediation and Conciliation Service
IOWA Public Employee Relations Board

FEES:

PER DIEM FEE: \$700 DOCKETING FEE: n/a CANCELLATION FEE: (See Below)

Grievance Arbitration: The fee is \$700 per diem for hearing and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

Cancellation Policy: If scheduled hearing is postponed or cancelled with notice of less than ten (10) days, the per diem for each day of hearing shall be charged if another issue cannot be substituted.

Interest Arbitration, Fact-finding and Labor Mediation: Arbitrator charges \$700 per day for up to eight hours. Time for research and preparation is prorated.

Travel Time: Arbitrator charges per diem for any portion of a travel day up to eight hours on non-hearing days. Fee is prorated.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, train, car rental, food and lodging. Fees and expenses are the obligations of both parties. The bill may be divided for the convenience of the parties, but such division does not release the parties' joint obligation for the entire bill.

Arbitrator cannot accept Minnesota cases. Please contact the Case Administrator immediately for a replacement name.